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FARM LABOR OPINIONS OF FARMERS PARTICIPATING IN FARM LABOR STUDY GROUPS IN NINE COUNTIES IN NEW YORK STATE. SPECIAL REPORT, NUMBER 14.

BY- ALEXANDER, FRANK D.
STATE UNIV. OF N.Y., ITHACA
STATE UNIV. OF N.Y., ITHACA

PUB DATE MAY 68

EDRS PRICE MF-$0.25 HC-$1.96 47P.

DESCRIPTORS- *RURAL EXTENSION, *CHANGING ATTITUDES, *EMPLOYER EMPLOYEE RELATIONSHIP, *FARMERS, *FARM LABOR, RESEARCH, GROUP INSTRUCTION, PARTICIPANT CHARACTERISTICS, AGE DIFFERENCES, MAN DAYS, DAIRYMEN, INCOME, ITEM ANALYSIS, PRETESTS, POST TESTING, STATISTICAL DATA, NEW YORK STATE,

IN AN ATTEMPT TO LEARN WHETHER THE HUMAN RELATIONS EMPHASIS IN A SERIES OF STUDY GROUPS INFLUENCED THE OPINIONS OF FARM OPERATOR PARTICIPANTS CONCERNING FARM LABOR, 61 OPERATORS WERE PRETESTED AND POSTTESTED WITH A 37 ITEM TEST ON WORK INCENTIVES AND MOTIVATION, PERCEPTION AND ATTITUDES, SALARY AND FRINGE BENEFITS, AND MANAGEMENT PROBLEMS AND PRACTICES. THESE FARMERS WERE RELATIVELY YOUNG AND WELL EDUCATED, HAD FAIRLY LARGE ENTERPRISES, AND EMPLOYED MANY LABORERS. THE FARMERS' MEAN SCORE ROSE FROM 64.1 PERCENT TO 71.5 PERCENT. POSITIVE CHANGES IN FARM LABOR OPINIONS WERE SIGNIFICANTLY RELATED TO TYPES OF FARMING (DAIRYMEN TENDED TO BE SURPASSED BY OTHERS), BUT NOT TO AGE, VALUE OF GROSS SALES, OR MAN DAYS OF LABOR EMPLOYED. THE DOCUMENT INCLUDES 13 TABLES, THE OPINION TEST, AND STATISTICS ON TEST ITEMS. (LY)

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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ED019617

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FARM LABOR OPINIONS OF FARMERS PARTICIPATING IN FARM LABOR STUDY GROUPS IN NINE COUNTIES IN NEW YORK STATE

Special Report No. 14

Office of Extension Studies
New York State Colleges of Agriculture and Home Economics
Statutory Colleges of the State University
at Cornell University
Ithaca, New York

May, 1968

Author: Frank D. Alexander, Extension Studies Analyst

PREFACE

This study of the changes in farm labor opinions before and after exposure of farm operators participating in farm labor study groups is an experimental effort to ascertain whether or not there were any influences on these opinions as a result of their exposure to study groups which emphasize the human relations aspect of farm labor employment. The seven agents who conducted the farm labor study groups, the members of which were asked to take a farm labor opinion test before and after participating in the study groups, deserve commendation for their willingness to experiment in a sensitive area. Despite criticisms that can be made of the test and its administration and the variety of ways in which the study groups may have been conducted, it is believed that the testing along with the accompanying information about themselves and their operations which the participating farmers provided give concrete evidence about the study groups and their participants which is needed to lend support and confidence to this extension activity.

The fact that 61 farm operators, or about half of the 121 who attended one or more sessions of the study groups, participated in the testing is in itself rather remarkable. Equally important is the discovery of some of the characteristics of these farmers, i.e., relatively young operators, with a fairly high level of education and relatively large operations, thus pointing to the fact that the kinds of farm operators being reached are the ones to whom a farm labor program should be directed.

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FARM LABOR OPINIONS OF FARMERS PARTICIPATING IN FARM LABOR STUDY GROUPS IN NINE COUNTIES IN NEW YORK STATE

Summary of Findings

I. Introduction

This study reports the findings of pre- and post-testing with a farm labor opinion test of farm operators who participated in farm labor study groups conducted by county agents in nine counties in New York State. The opinion testing is hardly a direct evaluation of the subject matter of the study groups. Rather, it is an attempt to determine whether or not the human relations emphasis of the study groups in any way influenced the opinions of the participants with respect to farm labor matters.

II. Attendance and Number Taking Opinion Tests

A. The study groups in the nine counties included in the study considered four major lesson topics, i.e., Work Incentives and Motivation, Perception and Attitudes, Salary and Fringe Benefits, and Management Problems and Practices. A total of 121 different farmers attended one or more lessons. Seventy-six farmers attended all four lessons.

B. Sixty-one farmers, or 50.4 percent of those attending one or more lessons, took both pre- and post-tests on farm labor opinions.

III. Characteristics of Farmers Participating in Testing

A. Age. The tested group of farmers was fairly young; the mean for the 59 reporting was 40.9 years. However, the range was from 23 to 75 years.

B. Years of school completed. The educational level of the farmers was fairly high; the mean number of years of school completed for the 55 reporting was 12.7. The range was from nine to 17 years completed.

C. Estimated value of gross sales. The median value of gross sales for the 55 operators who reported was $63,750. The range was from $30,000 to $1,000,000.[1]

D. Distribution of gross sales according to enterprises. Twenty-five, or 42 percent, of the 59 farmers reporting received all of their gross receipts from dairying. In fact, operators with from 60 to 100 percent of their gross receipts from their dairy enterprise constituted just about two thirds of the total.

E. Number of farm laborers employed: 1967. The median number of different farm laborers employed in 1967 by the 60 farmers reporting was 4.4. The range was from one to 62.[2]

F. Number of man-days of labor employed: 1967. The median number of man-days of labor employed in 1967 by the 47 farmers reporting was 787.5 with a range from 60 to 4,660.[3]

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[1] The mean was $95,362, a figure considerably above the median because of the high estimates of a few operators.

[2] The mean was 9.9, a figure considerably above the median because of the large numbers employed by a few operators.

[3] The mean number of man-days of labor employed was 837.2. This figure is somewhat larger than the median because of the large number of man-days reported by at least 10 operators.

IV. Farm Labor Opinions of Participating Farmers

A. The test used. The same test was used for both pre- and post-testing with the correct answers for its 37 items being determined by the authors of the test. The basis for decisions regarding correct answers was the judgment of the authors with respect to practices or points of view considered effective for good labor relations.

B. Pre-test. The mean percent score on the pre-test for the 61 farm operators was 64.1. The range was from 35 to 89.

C. Post-test. The mean percent score on the post-test for the 61 farm operators was 71.5. The range was from 37 to 97.

D. Gain from pre- to post-test. The mean percentage of gain from the pre- to post-test for the 61 farm operators was 7.4 which was significant at .0005 (one-tail). The range in percentage points of change from pre- to post-test was from -19 to +24.

E. Item analysis of opinion test.

1. The number of correct answers from the pre- to post-test rose significantly for nine of the 37 items.
2. Seventy-five percent or more of the farm operators gave correct answers to 15 items on the pre-test. Among these 15 items were five which were especially relevant to the human relations emphasis of the study groups.
3. Less than 40 percent of the operators gave correct answers for six items on the pre-test. These items dealt essentially with instrumentation of employer-employee relations through legal, organizational,

and other means. When the results of these six pre-test items and the five items referred to in (2) above are considered together, there is indication that the problem of teaching improved employer-employee relationships lies in the direction of instrumenting ideals or ideology relative to good human relationships.

V. County Data

A. Farm labor opinion test scores of agents and farmers. The agents who conducted study groups in the nine counties had a mean percent score after their training of 80.2 compared to a pre-test percent score for participating farmers of 64.1.[1] However, the farmers had a mean post-test percent score of 71.5 which was definitely moving toward the post-test mean percent score of 80.2 of the agents. Three agents had lower post-test percent scores than did their study group participants.

VI. Relationship of Selected Characteristics of Farmers to Their Gains on Farm Labor Opinion Test

A. Age, gross sales, and man-days of labor employed. No significant relationship was found between gains in percent points on the farm labor opinion test and age, value of gross sales, and man-days of labor employed.

B. Dairy farmers versus other types. The other types of farmers (fruit, vegetable, poultry, cash crops and grain, beef, other) had a significantly higher gain in percent points on the farm labor opinion test than did the farmers who were primarily dairy operators.

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[1]The mean for the agents was obtained by doubling the scores of the five agents who taught in two counties, adding these scores to the scores of the other three agents, and dividing by 13.

1. The other types of operators had considerably larger value of gross sales as well as greater number of man-days of labor employed than did the dairy operators.

Major Observations Derived from Findings

1. The farm operators participating in the study groups and returning pre- and post-tests on farm labor opinions were a relatively young group, had a fairly high level of education, tended to have rather larger enterprises on the basis of value of gross sales, and tended to be employers of a fairly large number of laborers.
2. As a group, the operators following their exposure to the farm labor study groups made significant positive changes in their opinions relative to farm labor.
3. Analysis of the test items indicates that, while the farm operators on their pre-tests subscribe to certain positive human relationship items, they were negative to some of the concrete instrumentations of these ideals. Moreover, they tended to make limited changes in respect to the items dealing with instrumentation.
4. The farmer participants in the study groups moved toward the farm labor opinions of the agents conducting the study groups. However, a few of the agents were behind the farmers in their farm labor opinions when the study groups were completed.
5. Changes in farm labor opinions following study group exposure were not significantly related to age, nor value of gross sales, nor man-days of labor employed.
6. Farmers other than those predominantly engaged in dairying made significantly greater gains in farm labor opinions than did those whose major enterprise was dairying. The other-than-dairy farmers had larger operations as measured by value of gross sales and man-days of labor employed.

FARM LABOR OPINIONS OF FARMERS PARTICIPATING IN FARM LABOR STUDY GROUPS IN NINE COUNTIES IN NEW YORK STATE

Introduction

This study of the farm labor opinions of farmers participating in farm labor study groups had its origin in a preliminary study conducted in two New York counties, namely, Steuben and Seneca, in 1967 and reported in Special Report No. 13 (a paper) of the Office of Extension Studies. Only 18 operators participating in farm labor study groups in these two counties took both pre- and post-tests on farm labor opinions. The test used in these two counties was developed by the author. Subsequently, the test was revised with the assistance of Robert W. Spalding, Professor of Animal Science and chairman of the Interdepartment Farm Labor Committee of the College of Agriculture.

All but one of the agents who conducted farm labor study groups in which participants were tested with the revised opinion test, the results of which are reported in this study, were trained for their leadership of these study groups by William W. Frank, Assistant Professor in the School of Industrial and Labor Relations in a training session of approximately two days in October, 1967. The agent who was not trained at this time received similar training in March, 1967. These training sessions were essentially designed to give the agents guidance in conducting study groups that would have as their principal emphasis human relationship problems on the farm. It should, therefore, be clearly understood that the opinion testing reported in this study is not a direct evaluation of

the training which the agents received. Rather, it is an attempt to determine whether or not the human relations emphasis which the agents were trained to incorporate in their study groups in any way influenced the opinions of the participants regarding important aspects of farm labor. It should also be observed that combining the test results from nine counties disregards the differential treatment given the participants in the study groups in the various counties. The test data do, however, reflect the extent to which opinions changed for the participants as a whole. While the numbers are small, some indication of change is also given for each county. Since the time factor between pre- and post-testing was not lengthy in any county and since the study groups probably represented the most important influence that could have produced any important opinion change, the attribution of whatever change occurred to the study groups rests on fairly substantial grounds.

Attendance and Number Taking Opinion Tests

The farm labor study groups included in this study were conducted in nine counties in either late 1967 or the first part of 1968. These study groups met for four lessons with each lesson being devoted to a major topic. In one county two series of four lessons each were conducted. The topics were: Work Incentives and Motivation, Perception and Attitudes, Salary and Fringe Benefits, and Management Problems and Practices (Table 1). The average attendance for the four lessons ranged from 5.0 in Delaware County to 24.0 in Dutchess County.[1] The average attendance of the nine counties for the different lessons was rather narrow, ranging from 11.2 for the lesson dealing with Management Problems and Practices to 11.9 for the lesson dealing with Salary and Fringe Benefits.

[1] Two series of four lessons each were conducted in Dutchess County. These two series are combined for the Dutchess data in Table 1.

Table 1

Attendance According to Lessons of Farm Labor Study Groups, by Counties

Topics for four study group lessons	Number attending										
	Chenango	Delaware	Dutchess[a]	Genesee	Jefferson	Monroe	Niagara	Orleans	Wyoming	Total	Mean
1. Work Incentives and Motivation	7	6	24	17	11	9	12	10	10	106	11.8
2. Perception and Attitudes	6	5	24	16	10	9	10	12	11	103	11.4
3. Salary and Fringe Benefits	7	5	24	16	10	10	12	13	10	107	11.9
4. Management Problems and Practices	4	4	24	16	9	10	11	13	10	101	11.2
Mean	6.0	5.0	24.0	16.2	10.0	9.5	11.2	12.0	10.2	104.2	--
Number of different individuals attending one or more lessons	7	7	28	17	11	11	12	14	14	121	13.4
Number attending all four lessons	4	3	18	14	9	4	10	8	6	76	8.4
Number returning both pre- and post-tests	6	3	16	9	5	4	9	5	4	61	6.8
Percent of different individuals attending who returned both pre- and post-tests	85.7	42.9	57.1	52.9	45.5	36.4	75.0	35.7	28.6	50.4	--

[a]These data are for two series of four lessons each.

The number of different individuals participating in one or more lessons totaled 121 and ranged from seven in both Chenango and Delaware to 28 in Dutchess. The average for the nine counties was 13.4. A total of 76 attended all four lessons. The average number per county attending all lessons was 8.4. The range for numbers attending all four lessons was from three in Delaware to 18 in Dutchess.

Of the different farmers attending one or more lessons, the percent who took both pre- and post-tests is 50.4.[1] This percent ranged from 28.6 in Wyoming to 85.7 in Chenango. In one county, Chenango, the number attending all four lessons was less than the number returning both pre- and post-tests. It is probable that in other counties some farmers taking both tests did not attend all four lessons.

Characteristics of Farmers Participating in Testing

Age

The mean age of the 59 operators reporting was 40.9 years, and the range was from 23 to 75 years (Table 2). Twenty-eight percent of the farmers were under 35, and only 15 percent were 50 or above. Thus, the tested group of participants tended to be a fairly young group of men.

Years of School Completed

The educational level of the participants was generally fairly high. The mean number of years of school completed for the 55 operators who reported was 12.7, or slightly above high school (Table 3). The range was from nine to 17 years completed. The mode of 12 years was attained by 53 percent of the total number. Fourteen percent of the farmers had completed four or more years of college. Only eight, or 14 percent, had failed to complete high school.

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[1] This base of different farmers attending one or more lessons is not quite adequate since to have both a pre- and post-test a participant would have had to attend at least the first and fourth lessons.

Table 2

Number and Percentage Distribution of Farmers Taking Pre- and Post-Tests on Farm Labor Opinions According to Age

Age	Participating farmers Number	Percent
20 - 24	4	7
25 - 29	4	7
30 - 34	8	14
35 - 39	9	15
40 - 44	15	25
45 - 49	10	17
50 - 54	4	7
55 - 59	3	5
60+	2	3
Total	59[a]	100
Mean	40.9	

[a]No information: 2

Table 3

Number and Percentage Distribution of Farmers Taking Pre- and Post-Tests on Farm Labor Opinions According to Number of Years of School Completed

Years of school completed	Participating farmers Number	Percent
9	2	4
10	3	5
11	3	5
12	29	53
13	3	5
14	5	9
15	2	4
16	5	9
17	3	5
Total	55[a]	99[b]
Mean	12.7	

[a]No information: 6

[b]Total is less than 100 percent because of rounding.

Estimated Value of Gross Sales

The median value of gross sales for the 55 operators who reported was $63,750[1] (Table 4). The range was from $30,000 to $1,000,000. Five farmers estimated their gross sales at $160,000 or more with one reporting $1,000,000. Only 15, or 28 percent, of the 55 estimated gross sales of less than $50,000.[2] From these figures it is quite clear that those who took the test had unusually high gross returns on their farm operations.

Table 4

Number and Percentage Distribution of Farmers Taking Pre- and Post-Tests on Farm Labor Opinions According To Estimated Value of Gross Sales: 1966 or 1967

Estimated value of gross sales	Participating farmers	
	Number	Percent
$ 30,000 - 39,999	8	15
40,000 - 49,999	7	13
50,000 - 59,999	11	20
60,000 - 69,999	4	7
70,000 - 79,999	4	7
80,000 - 89,999	4	7
90,000 - 99,999	4	7
100,000 - 109,999	3	5
110,000 - 119,999	3	5
120,000 - 129,999	2	4
-- --	--	--
160,000+	5	9
Total	55[a]	99[b]
Median	$63,750.00	

[a]No information: 6

[b]Total is less than 100 percent because of rounding.

[1]The mean value was $95,362. This figure was considerably above the median because of the high estimates of a few operators.

[2]Included in one estimate were returns from a sanitary landfill.

Distribution of Gross Sales According to Enterprises

Twenty-five, or 42 percent, of the 59 farmers reporting received all of their gross receipts from dairying (Table 5). Six farmers were predominantly fruit producers; three, predominantly poultry producers; three, predominantly beef producers; and two received 60 percent or more of their gross sales from vegetables. Farm operators with from 60 to 100 percent of their receipts from dairying constituted the major group of operators, with a total of 39, or 66 percent, of the 59 reporting specific percentages for this type of farming falling into this category.

Number of Farm Laborers Employed: 1967

The median number of different persons employed as farm laborers in 1967 by the 60 farmers reporting was 4.4 (Table 6).[1] The range was from one to 62. Ten, or 17 percent, of the 60 operators employed 20 or more different persons, and 13, or 21 percent, employed either one or two laborers.

[1] The mean number of laborers employed was 9.9. This figure was considerably above the median because of the large numbers employed by a few operators.

Table 5

Number and Percentage Distribution of Farmers Taking Pre- and Post-Tests On Farm Labor Opinions According to Percent of Gross Sales from Dairying, Fruit, Vegetables, Poultry, Cash Crops, Beef, and Other Sources: 1966 or 1967

Percent of gross sales	Participating farmers													
	Dairy		Fruit		Vegetables		Poultry		Cash crops		Beef		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
None	18	31	46	79	50	85	56	93	43	74	54	90	50	87
1 - 9	--	--	1	2	2	3	1	2	7	12	--	--	4	7
10 - 19	1	2	--	--	--	--	--	--	5	9	2	3	2	3
20 - 29	1	2	--	--	2	3	--	--	2	3	--	--	2	3
30 - 39	--	--	1	2	1	2	--	--	--	--	1	2	--	--
40 - 49	--	--	4	7	--	--	--	--	1	2	--	--	--	--
50 - 59	--	--	--	--	2	3	--	--	--	--	--	--	--	--
60 - 69	2	3	--	--	1	2	--	--	--	--	--	--	--	--
70 - 79	3	5	--	--	1	2	--	--	--	--	--	--	--	--
80 - 89	2	3	1	2	--	--	1	2	--	--	--	--	--	--
90 - 99	7	12	2	3	--	--	--	--	--	--	--	--	--	--
100	25	42	3	5	--	--	2	3	--	--	3	5	--	--
Total	59	100	58	100	59	100	60	100	58	100	60	100	58	100
No information:[a]	2		3		2		1		3		1		3	

[a]The irregularity of no informations is the result of three farmers checking the source or sources of their respective gross sales but not indicating percentage or percentages. One farmer did not respond to this item.

Table 6

Number and Percentage Distribution of Farmers Taking Pre- and Post-Tests on Farm Labor Opinions According to Number of Farm Laborers Employed: 1967[a]

Number of farm laborers	Participating farmers	
	Number	Percent
1	7	11
2	6	10
3	9	15
4	9	15
5	4	7
6	6	10
7	3	5
8	--	--
9	--	--
10 - 19	6	10
20 - 29	2	3
30 - 39	4	7
40+	4	7
Total	60[b]	100
Median	4.4	

[a]Although unknown, it is possible that a few farmers reported for 1966.

[b]No information: 1

Number of Man-Days of Labor Employed: 1967

The median number of man-days of labor employed in 1967 by the 47 operators who reported was 787.5 (Table 7).[1] The range was from 60 to 4,660. If a work year of approximately 267 days is assumed,[2] then these 47 operators employed on the average (using the median of 787.5) 2.95 year-round workers. Of the 47 farmers 17, or 36 percent, employed workers for 1,000 or more days, and only two of them used workers for under 200

[1]The mean number of man-days of labor employed was 837.2. This figure is somewhat larger than the median because of the large number of man-days reported by at least 10 operators.

[2]Based on 365 days minus 52 Sundays, 52 half-day Saturdays, six holidays, and 14 days of vacation.

days. Thus, while the theoretical (average) year-round employment of farm labor was not great, over one third of the operators used a considerable number of man-days of labor.

Table 7

Number and Percentage Distribution of Farmers Taking Pre- and Post-Tests on Farm Labor Opinions According To Number of Man-Days of Labor Employed: 1967[a]

Number of man-days of labor employed	Participating farmers	
	Number	Percent
0 - 199[b]	2	4
200 - 399	8	17
400 - 599	6	13
600 - 799	8	17
800 - 999	6	13
1,000 - 1,199	3	6
1,200 - 1,399	4	9
1,400+	10	21
Total	47[c]	100
Median	787.5	

[a]Although unknown, it is possible that a few farmers reported for 1966.

[b]There was no case of a zero and the smallest number of man-days was 60.

[c]No information: 14

Farm Labor Opinions of Participating Farmers

Distribution of Pre-Test Percent Scores with Average for Group

The same test was used for both pre- and post-testing. It consisted of 37 items with uniform forced answers of agree, disagree, and uncertain.[1] The correct answers were determined by the two people who constructed the test. The basis for

[1]See Appendix A for Farm Labor Opinion Test with correct answers indicated.

decisions regarding correct answers was the judgment of the authors of the test as to practices or points of view considered effective for good labor relations. Before the test is used widely, it requires the judgment of a panel of labor experts as to correct and incorrect answers.

The mean percent score on the pre-test for the 61 farm operators was 64.1 (Table 8). The range was from 35 to 89. The percent scores of 12, or 19 percent, of the operators ranged from 76 to 89. Only six, or 10 percent, of the 61 farmers had percent scores under 50.[1]

Table 8

Number and Percentage Distribution of Farmers Taking Pre- and Post-Tests on Farm Labor Opinions According to Pre-Test Percent Scores

Pre-test percent scores	Participating farmers	
	Number	Percent
35 - 39	2	3
40 - 44	1	2
45 - 49	3	5
50 - 54	8	13
55 - 59	9	15
60 - 64	7	12
65 - 69	10	16
70 - 74	9	15
75 - 79	5	8
80 - 84	5	8
85 - 89	2	3
Total	61	100
Mean percent score	64.1	

[1] The pre-test data were used to test the reliability of the farm labor opinion test using the Kuder-Richardson formula 20. By this formula the test showed a coefficient (r_{tt}) of .66. To attain a coefficient of .90 the test would have to be almost five times as long as the present one of 37 items.

Distribution of Post-Test Percent Scores with Average for Group

The mean post-test percent score for the 61 operators was 71.5 (Table 9). The range was from 37 to 97. Twelve, or 19 percent, of the 61 had post-test scores ranging from 81 to 97. Only two farmers, or four percent, had percent scores under 50 (actually under 45).

Table 9

Number and Percentage Distribution of Farmers Taking Pre- and Post-Tests on Farm Labor Opinions According to Post-Test Percent Scores

Post-test percent scores	Participating farmers	
	Number	Percent
35 - 39	1	2
40 - 44	1	2
45 - 49	--	--
50 - 54	3	5
55 - 59	3	5
60 - 64	3	5
65 - 69	14	23
70 - 74	7	11
75 - 79	17	28
80 - 84	7	11
85 - 89	2	3
90 - 94	1	2
95 - 99	2	3
Total	61	100
Mean	71.5	

Distribution of Differences Between Pre- and Post-Test Percent Scores with Average for Group

The mean for the differences between pre- and post-test percent scores for the 61 farmers was 7.4, a significant gain with a $P < .0005$ (one-tail) (Table 10). The range was from -19 to +24. Forty-one, or 67 percent, of the 61 farmers made gains in percent points from their pre- to post-tests. Six, or 10

percent, had no change. Fourteen, or 23 percent, lost percent points from their pre- to post-tests. Twenty-nine, or 48 percent, of the 61 had gains ranging from 10 to 24 percent points. One farmer had a loss of 19 percent points.

Table 10

Number and Percentage Distribution of Farmers Taking Pre- and Post-Tests on Farm Labor Opinions According To Difference Between Pre- and Post-Test Percent Scores

Difference between pre- and post-test percent scores	Participating farmers	
	Number	Percent
Minus		
19 - 15	1	2
14 - 10	--	--
9 - 5	6	10
4 - 1	7	11
Zero (no change)	6	10
Plus		
1 - 4	5	8
5 - 9	7	11
10 - 14	14	23
15 - 19	10	17
20 - 24	5	8
Total	61	100
Mean 7.4		

P for t of mean difference <.0005 (one-tail)

Item Analysis of Opinion Test[1]

The change in number of correct answers from the pre- to post-test rose significantly (P for X^2 <.05) from the pre- to post-test for nine, or 25 percent, of the 37 items composing the test, and for seven, or 19 percent, of the items the rise was almost significant (P's for X^2 <.10 or <.15) (Table 11).

[1]See Appendix B, Table 1 for statistics on test items.

No change occurred for two items and for six there was a minus change.

Table 11

Number and Percentage Distribution of Items According To Probability Levels of Difference in Correct Answers Between Pre- and Post-Tests on Farm Labor Opinions

	Participating farmers	
Probability level (one-tail)	Number of items	Percent of items
P <.05	9	25
P <.10	6	16
P <.15	1	3
P <.25 or more	13	35
No change	2	5
Minus change	6	16
Total	37	100

The nine items for which the change in number of correct answers rose significantly in order of probability levels (from <.05 to .05) were:

Item number

33. In most jobs there is "one best way" to perform them which allows for little deviation. (Correct answer--disagree)

34. There is evidence that most people want responsibility. (Correct answer--agree)

15. Employers of farm labor should give more attention to the personal interests of their workers. (Correct answer--agree)

19. Most farm laborers are destructive of any property with which associated. (Correct answer--disagree)

[1] Four pairs of the items had the same probability levels and for each of these pairs the order is according to the item number in the test.

Item number

36. It is safe to assume that money is the primary factor motivating work. (Correct answer--disagree)

5. Farm laborers are not concerned about job security. (Correct answer--disagree)

35. Management decisions are generally so important that most decisions must be made without employee views being considered. (Correct answer--disagree)

18. It is unfair to farm employers to have the same laws apply to regulations for their laborers as apply to other business employers having the same size of operations. (Correct answer--disagree)

37. Farm work is not a very hazardous occupation. (Correct answer--disagree)

The percent of operators who gave correct answers for various items on the pre-test is indicative of the opinion profile of the farmers before participating in the farm labor study groups. The 15 items on which 75 percent or more of the farmers gave correct answers on the pre-test were:

Item no.		Percent of total giving correct answers
12.	Farmers who employ farm labor need to have some understanding of the personal concerns of laborers. (N=61) (Correct answer--agree)	100
21.	The employer of farm labor should provide his workers with an opportunity for expressing grievances. (N=61) (Correct answer--agree)	100
16.	In the future the successful commercial farmer will employ a few skilled farm laborers around the year. (N=60) (Correct answer--agree)	95

Item no.		Percent of total giving correct answers
2.	In the future most farm laborers will have to be men with mechanical ability. (N=61) (Correct answer--agree)	90
4.	The only way to get work out of a farm laborer is to supervise him rigidly. (N=60) (Correct answer--disagree)	85
22.	The extension of workmen's compensation to farm laborers is undesirable. (N=61) (Correct answer--disagree)	85
37.	Farm work is not a very hazardous occupation. (N=59) (Correct answer--disagree)	85
3.	Farmers who need capable farm workers should provide the Employment Service with job descriptions for the jobs they have available. (N=61) (Correct answer--agree)	84
9.	The work of farm laborers could be improved if they were given training for their jobs. (N=61) (Correct answer--agree)	82
26.	People's perceptions of themselves and their attitudes toward others determine what they think, hear, and/or see. (N=61) (Correct answer--agree)	80
19.	Most farm laborers are destructive of any property with which associated. (N=61) (Correct answer--disagree)	79
28.	The system of paying wages could have something to do with the fact that industry seems to be winning in the competition for labor. (N=61) (Correct answer--agree)	79
13.	It is socially undesirable to try to integrate a farm labor family into the life of a rural community. (N=61) (Correct answer--disagree)	77
35.	Management decisions are generally so important that most decisions must be made without employee views being considered. (N=61) (Correct answer--disagree)	77

Item no.		Percent of total giving correct answers
15.	Employers of farm labor should give more attention to the personal interests of their workers. (N=61) (Correct answer --agree)	75

It is interesting to note that seven of these items, i.e., 4, 12, 13, 15, 21, 26, and 35 are definitely relevant to the human relationship emphasis of the study groups. For items 12 and 21, 100 percent of answers were correct for the post-test as well as the pre-test. The before opinion level of the farmers on these rather basic human relationships may come as a surprise.

The six pre-test items for which less than 40 percent of the participants gave correct answers were:

Item no.		Percent of total giving correct answers
7.	A labor union among farm laborers is entirely undesirable. (N=61) (Correct answer--disagree)	18
8.	Farm laborers would certainly be exploited by labor leaders if they joined a union. (N=61) (Correct answer--disagree)	18
27.	Good labor management requires decisive on-the-spot judgments to be effective. (N=61) (Correct answer--disagree)	21
14.	The farm labor problem requires state and federal laws for maintaining fair standards of employment. (N=61) (Correct answer--agree)	30
18.	It is unfair to farm employers to have the same laws apply to regulations for their laborers as apply to other business employers having the same size of operations. (N=61) (Correct answer --disagree)	38

Item no.		Percent of total giving correct answers
29.	Providing housing and other farm privileges can easily erode good employee-employer relations. (N=61) (Correct answer--agree)	39

These six items are the ones on which large numbers of the participants deviated from the standards set by the test. Five of the items, i.e., 7, 8, 14, 18, and 29 deal with laws, organizations, and specific fringe benefits, or instrumentation of labor relations and seem to indicate a hiatus between the positive human relationship ideals such as those noted in paragraph one of page 23 and the concrete instrumentation of those ideals. On only one of these six items was there a significant change in correct answers from the pre- to post-test and this item was, It is unfair to farm employers to have the same laws apply to regulations for their laborers as apply to other business employers having the same size of operations. On two of the items there was a minus change from the pre- to post-test.

For six of the test items there was a minus change, that is, the percent of correct answers declined from the pre- to post-test. These six items were:

Item no.		Percent points of decrease in percent of correct answers
14.	The farm labor problem requires state and federal laws for maintaining fair standards of employment. (N=61) (Correct answer--agree)	-9
7.	A labor union among farm laborers is entirely undesirable. (N=61) (Correct answer--disagree)	-3

Item no.		Percent points of decrease in percent of correct answers
16.	In the future the successful commercial farmer will employ a few skilled farm laborers around the year. (N=60) (Correct answer--agree)	-2
28.	The system of paying wages could have something to do with the fact that industry seems to be winning in the competition for labor. (N=61) (Correct answer--agree)	-2
2.	In the future most farm laborers will have to be men with mechanical ability. (N=61) (Correct answer--agree)	-1
30.	Under the present general system of paying farm labor, there is a great incentive to make effective use of the employee's time. (N=60) (Correct answer--disagree)	-1

Except for item 14, the number of percent points of decrease in percent of correct answers from pre- to post-test was relatively small. An explanation for the magnitude of change on item 14 is not readily apparent. Can it be possible that the more some farmers considered labor problems, the more conservative they became in terms of the test standards?

Summary of County Data

The number of participants from the different counties was relatively small. As a consequence, no detailed data are presented by counties. However, it was thought that the agents who conducted the farm labor study groups would have an interest in the data for their respective counties. This section attempts to meet that interest with a brief discussion of the characteristics of the several study groups as revealed by

averages. Pre- and post-test mean scores are also presented for each county along with post-test scores of the agents who conducted the study groups.[1]

Characteristics of Farmers Participating in Testing

The youngest group of farmers taking the pre- and post-tests were from Wyoming County where the mean age was 33.7 years (Table 12). The oldest group was in Monroe County with a mean of 47.0 years.

The mean differences among the several counties for years of school completed were of relatively small magnitude. The mean of 13.7 for Genesee was highest and that (11.3) for Delaware, lowest.

The mean value of gross sales was highest ($207,667) in Chenango and lowest ($49,000) in Delaware.

The mean number of different farm laborers employed in a calendar year ranged from a high of 22.12 in Niagara to a low of 2.00 in Wyoming.

The number of man-days of farm labor employed in a calendar year was as high as 1,369.30 in Niagara and as low as 375.00 in Wyoming.

Pre- and Post-Test Percent Scores on Farm Labor Opinion Test

The lowest mean pre-test percent score was 59.0 in Jefferson County and the highest was 73.6 in Genesee. The pre-test mean in Genesee was actually higher than the post-test mean in five other counties.

Monroe had the highest (76.75) mean post-test percent score, and Chenango, the lowest (62.0).

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[1] All 14 agents who were trained by Professor Frank in the October, 1967 training school were tested with the farm labor opinion test in the mid-afternoon of the second day of the training school or soon after completion of the school. One agent who attended a similar training school in March, 1967 was tested about the same time as those who participated in the October, 1967 school.

Table 12

Means for Principal Data on Farmers Taking Pre- and Post-Tests on Farm Labor Opinions, by Counties

County	No. of farmers tested	Age	Years of school completed	Value of gross sales (1966 or '67)[a]	No. of farm laborers: 1967[b]	No. of man-days of farm labor employed: 1967[b]	Pre-test percent score	Post-test percent score	Difference between pre- and post-test
Chenango	6	38.3	12.7	$207,666.67	8.33	582.50	60.0	62.0	2.0
Delaware	3	39.7	11.3	49,000.00	3.00	450.00	59.7	70.0	10.3
Dutchess	16	40.4	12.8	80,727.27	4.56	1,140.38	64.5	70.8	6.3
Genesee	9	38.7	13.7	130,323.89	14.56	1,198.25	73.6	75.7	2.1
Jefferson	5	42.2	12.2	62,200.00	2.80	590.00	59.0	64.8	5.8
Monroe	4	47.0	12.0	73,250.00	12.75	NI[c]	65.5	76.8	11.3
Niagara	9	45.8	12.9	69,125.00	22.12	1,369.30	61.7	74.3	12.6
Orleans	5	40.4	12.8	77,800.00	16.40	1,270.00	61.0	75.2	14.2
Wyoming	4	33.7	12.0	61,250.00	2.00	375.00	64.5	72.2	7.7
Mean		40.9	12.7	95,362.09	9.92	1,015.66[c]	64.1	71.5	7.4

[a]While an arithmetic mean is an exaggerated statistic for value of gross sales, it was decided to use the mean rather than median in view of the extremely small number of cases for several counties.

[b]Although unknown, it is possible that a few farmers reported for 1966.

[c]Since only one of the four farmers tested reported on this item, no mean could be calculated for Monroe County. The resulting mean of 1,015.66 for the remaining eight counties is, therefore, different from the one given in footnote 2, page 8 where this farmer from Monroe is included.

The largest gain in percent points between pre- and post-tests was in Orleans with a gain of 14.2, and the lowest was in Chenango with 2.0.

Eight of the agents who worked with the study groups took the farm labor opinion test as a post-test following training for conducting their study groups.[1] The post-test percent scores on these tests ranged from 70 to 89. In two instances, the post-test score of the agent taking the test was slightly lower than the mean post-test score for his study group and in another instance this was true for one of the two agents conducting the study group. In one case the mean percent score on the pre-test for the study group was slightly above the post-test score of one of the two agents involved. In this county, however, the gain of the study group in percent points between the pre- and post-test means was very small. In all nine counties, the study group participants moved toward or exceeded the post-test level of the agents. Since five of the agents who took the farm labor opinion test participated in teaching study groups in two counties, in order to secure a mean percent score on the test for all instances of agent participation, the percent scores of each of these agents were doubled and added to the scores of the other three agents who participated in the teaching and who took the test. The mean percent score for these 13 scores was 80.2 compared to a pre-test percent score for the participating farmers of 64.1. However, the farmers had a mean post-test percent score of 71.5 which was definitely moving toward the mean post-test percent score of 80.2 of the agents.[2]

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[1] Tests were not obtained from two of the 10 agents who participated in teaching the study groups.

[2] It is, of course, possible that some of the agents who were tested after their training but before conducting study groups may have moved ahead of these test scores as a result of conducting the study groups.

Relationship Between Selected Characteristics of Study Group Participants and Difference Between Pre- and Post-Test Percent Scores on the Farm Labor Opinion Test

Four characteristics of the participants were selected to ascertain whether or not these characteristics were related to differences (actually gains) between pre- and post-test scores on the farm labor opinion test. For three characteristics, namely, age of the farm operator, estimated value of gross sales, and man-days of labor employed during year, the farmers were divided into high and low groups at approximately the median position. The significance level of the difference of the means of the differences between pre- and post-tests for the high and low groups of each variable was ascertained.

Although the younger group had a slightly higher mean for the differences between pre- and post-test percent scores on the farm labor opinion test, the difference of this mean compared to that of the older group was not significant at .05 (Table 13). The operators in the low value of gross sales had a slightly higher mean for differences between the pre- and post-test percent scores but the difference of this mean compared to that of the group with high value of gross sales was not significant at .05. The operators in the group with high mean man-days of labor during the year had a somewhat higher mean for the differences between pre- and post-test percent scores than did the group with low man-days of labor but the difference between the means of the two groups was not significant at .05.

Type of farm enterprise was the fourth characteristic which was selected to be tested for its relationship to the farm labor opinion test results. The farm operators were separated into those who were primarily engaged in dairying (having from 60 to 100 percent of the value of gross sales from this enterprise) and other types of farmers (fruit, vegetable, poultry, cash crops and grain, beef, other, or some combinations of these including dairy where gross sales were less than 60 percent).

Since the difference of the pre-test percent scores for farm labor opinions for the two groups had a P for t of mean difference of .10 and it was, therefore, doubtful that the two groups were equated on the pre-test, covariance analysis was applied to testing the difference between the pre- and post-test means of the two groups of farmers on the farm labor opinion test. The mean for the difference between the pre- and post-test percent scores of the other type of farmers (N=20) was significantly higher by covariance analysis ($P < .05$) than that of the dairy operators (N=39) with 50 percent or more of their gross sales derived from their dairy enterprise.

The other type of operators had a median of $92,500 for the value of gross sales compared to a median of $58,000 for the dairy operators.[1] The median number of man-days of labor employed by the other type of operators was 1,200 compared to 680 for dairy operators.[2]

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[1]Four of the other-type and one of the dairy operators used in the covariance analysis gave no information on estimated value of gross sales.

[2]Eight of the dairy operators and five of the other-type operators used in the covariance analysis gave no information on man-days of labor employed.

Table 13

Relationship of Age, Value of Gross Sales, and Man-Days of Labor During Year to Differences Between Pre- and Post-Test Percent Scores (Actually Gains)

	Mean of differences between pre- and post-test percent scores	Difference of two means (gain)	P for t of difference of two means (two-tail)
Age			
High (41-75 yrs.) (N=29)	6.7	1.4	<.20
Low (23-40 yrs.) (N=30)	8.1		
Value of gross sales			
High ($60,000-$1,000,000) (N=29)	6.3	1.4	<.60
Low ($30,000-$56,000) (N=26)	7.7		
Man-days of labor during year			
High (800-4,660 days) (N=23)	8.1	2.1	<.50
Low (60-785 days) (N=24)	6.0		

APPENDIX A

FARM LABOR OPINION TEST WITH CORRECT ANSWERS

County_____

Farm Labor Study Group

1. Age_____
2. Education: (circle number of years completed)

   1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 or more

3. Size of operation:

   a. Estimated gross sales for last calendar year (1966 or 1967): circle one

      $_____

   b. Types of farming engaged in: (indicate by entering approximate percentage of total gross sales derived from each)

      Percent

      1)_____dairy

      2)_____fruit

      3)_____vegetables

      4)_____poultry

      5)_____Other (write in)_____

      6)_____Other (write in)_____

4. Number of different farm laborers employed in last calendar year (1966 or 1967):_____
   circle one

5. Estimated total man-days of labor employed in last calendar year (1966 or 1967):_____
   circle one

6. Name_____

   Address_____

Some Points of View to Consider

(Please check your choice for each statement)

1. A minimum wage for farm laborers is unfair to farm employers.

   a._____agree

   b.__X__disagree

   c._____uncertain

2. In the future most farm laborers will have to be men with mechanical ability.

   a.__X__agree

   b._____disagree

   c._____uncertain

3. Farmers who need capable farm workers should provide the Employment Service with job descriptions for the jobs they have available.

   a.__X__agree

   b._____disagree

   c._____uncertain

4. The only way to get work out of a farm laborer is to supervise him rigidly.

   a._____agree

   b.__X__disagree

   c._____uncertain

5. Farm laborers are not concerned about job security.

   a._____agree

   b.__X__disagree

   c._____uncertain

6. The wife of a man who is interested in farm labor is the one who will have considerable influence in keeping him from choosing to be a farm laborer.

   a.__X__agree

   b._____disagree

   c._____uncertain

7. A labor union among farm laborers is entirely undesirable.

   a._____agree

   b.__X__disagree

   c._____uncertain

8. Farm laborers would certainly be exploited by labor leaders if they joined a union.

   a._____agree

   b.__X__disagree

   c._____uncertain

9. The work of farm laborers could be improved if they were given training for their jobs.

   a.__X__agree

   b._____disagree

   c._____uncertain

10. It is impossible to have a forty hour work week for any kind of farm labor.

    a._____agree

    b.__X__disagree

    c._____uncertain

11. Given the income of a first-class commercial farmer it is impossible to pay farm labor a wage comparable to that paid in businesses of the same size.

    a._____agree

    b.__X__disagree

    c._____uncertain

12. Farmers who employ farm labor need to have some understanding of the personal concerns of laborers.

    a.__X__agree

    b._____disagree

    c._____uncertain

13. It is socially undesirable to try to integrate a farm labor family into the life of a rural community.

    a._____agree

    b.__X__disagree

    c._____uncertain

14. The farm labor problem requires state and federal laws for maintaining fair standards of employment.

    a. X agree

    b. _____ disagree

    c. _____ uncertain

15. Employers of farm labor should give more attention to the personal interests of their workers.

    a. X agree

    b. _____ disagree

    c. _____ uncertain

16. In the future the successful commercial farmer will employ a few skilled farm laborers around the year.

    a. X agree

    b. _____ disagree

    c. _____ uncertain

17. Commercial farmers should expect to deal with labor in the same manner that business and industrial concerns do.

    a. X agree

    b. _____ disagree

    c. _____ uncertain

18. It is unfair to farm employers to have the same laws apply to regulations for their laborers as apply to other business employers having the same size of operations.

    a. _____ agree

    b. X disagree

    c. _____ uncertain

19. Most farm laborers are destructive of any property with which associated.

    a. _____ agree

    b. X disagree

    c. _____ uncertain

20. The low standing which a farm laborer has in the community discourages men from seeking this kind of work.

    a. X agree

    b. _____ disagree

    c. _____ uncertain

21. The employer of farm labor should provide his workers with an opportunity for expressing grievances.

    a. X agree

    b. ____ disagree

    c. ____ uncertain

22. The extension of workmen's compensation to farm laborers is undesirable.

    a. ____ agree

    b. X disagree

    c. ____ uncertain

23. Farmers are generally doing about all they can to make the farm laborer's job attractive.

    a. ____ agree

    b. X disagree

    c. ____ uncertain

24. You can expect most people to react to a situation similarly.

    a. ____ agree

    b. X disagree

    c. ____ uncertain

25. In dealing with labor management decisions, most farm managers will arrive at the same decision based on a given set of factors.

    a. ____ agree

    b. X disagree

    c. ____ uncertain

26. People's perceptions of themselves and their attitudes towards others determine what they think, hear and/or see.

    a. X agree

    b. ____ disagree

    c. ____ uncertain

27. Good labor management requires decisive on-the-spot judgments to be effective.

    a. ____ agree

    b. X disagree

    c. ____ uncertain

28. The system of paying wages could have something to do with the fact that industry seems to be winning in the competition for labor.

a. X agree

b. _____disagree

c. _____uncertain

29. Providing housing and other farm privileges can easily erode good employee-employer relations.

a. X agree

b. _____disagree

c. _____uncertain

30. Under the present general system of paying farm labor, there is a great incentive to make efficient use of the employee's time.

a. _____agree

b. X disagree

c. _____uncertain

31. Farm employees are expected to possess a wide range of skills and assume responsibilities not present in most nonfarm jobs.

a. X agree

b. _____disagree

c. _____uncertain

32. Most farm employees have a clear understanding of all conditions of employment at the time they take a job.

a. _____agree

b. X disagree

c. _____uncertain

33. In most jobs there is "one best way" to perform them which allows for little deviation.

a. _____agree

b. X disagree

c. _____uncertain

34. There is evidence that most people want responsibility.

a. X agree

b. ____ disagree

c. ____ uncertain

35. Management decisions are generally so important that most decisions must be made without employee views being considered.

a. ____ agree

b. X disagree

c. ____ uncertain

36. It is safe to assume that money is the primary factor motivating work.

a. ____ agree

b. X disagree

c. ____ uncertain

37. Farm work is not a very hazardous occupation.

a. ____ agree

b. X disagree

c. ____ uncertain

APPENDIX B

STATISTICS ON TEST ITEMS

Table 1

Test Items with Number and Percent of Correct Answers on Pre- and Post-Tests on Farm Labor Opinions, Difference in Number and Percent of Correct Answers Between the Two Tests and Probability of Difference

Item	Correct answers				Difference between pre- and post-test		Probability of difference (based on X^2 one-tail)
	Pre-test		Post-test				
	No.	%	No.	%	No.	%	
1. A minimum wage for farm laborers is unfair to farm employers. (N=61)	32	52	38	62	6	10	P <.15
2. In the future most farm laborers will have to be men with mechanical ability. (N=61)	55	90	54	89	-1	-1	Minus change
3. Farmers who need capable farm workers should provide the Employment Service with job descriptions for the jobs they have available. (N=61)	51	84	56	92	5	8	P <.10
4. The only way to get work out of a farm laborer is to supervise him rigidly. (N=60)	51	85	54	90	3	5	P <.25
5. Farm laborers are not concerned about job security. (N=61)	41	67	50	82	9	15	P <.025
6. The wife of a man who is interested in farm labor is the one who will have considerable influence in keeping him from choosing to be a farm laborer. (N=59)	35	59	41	69	6	10	<.10
7. A labor union among farm laborers is entirely undesirable. (N=61)	11	18	9	15	-2	-3	Minus change
8. Farm laborers would certainly be exploited by labor leaders if they joined a union. (N=61)	11	18	13	21	2	3	<.40

Item	Correct answers Pre-test No.	Pre-test %	Post-test No.	Post-test %	Difference between pre- and post-test No.	Difference between pre- and post-test %	Probability of difference (based on X^2 one-tail)
9. The work of farm laborers could be improved if they were given training for their jobs. (N=61)	50	82	55	90	5	8	P <.10
10. It is impossible to have a forty hour work week for any kind of farm labor. (N=61)	42	69	45	74	3	5	<.35
11. Given the income of a first-class commercial farmer it is impossible to pay farm labor a wage comparable to that paid in businesses of the same size. (N=61)	34	56	39	64	5	8	<.25
12. Farmers who employ farm labor need to have some understanding of the personal concerns of laborers. (N=61)	61	100	61	100	0	0	No change
13. It is socially undesirable to try to integrate a farm labor family into the life of a rural community. (N=61)	47	77	53	87	6	10	<.10
14. The farm labor problem requires state and federal laws for maintaining fair standards of employment. (N=61)	18	30	13	21	-5	-9	Minus change
15. Employers of farm labor should give more attention to the personal interests of their workers. (N=61)	46	75	56	92	10	17	<.005
16. In the future the successful commercial farmer will employ a few skilled farm laborers around the year. (N=60)	57	95	56	93	-1	-2	Minus change
17. Commercial farmers should expect to deal with labor in the same manner that business and industrial concerns do. (N=61)	38	62	42	69	4	7	<.25
18. It is unfair to farm employers to have the same laws apply to regulations for their laborers as apply to other business employers having the same size of operations. (N=61)	23	38	31	51	8	13	<.05
19. Most farm laborers are destructive of any property with which associated. (N=61)	48	79	56	92	8	13	<.01

Item	Correct answers Pre-test No.	%	Post-test No.	%	Difference between pre- and post-test No.	%	Probability of difference (based on X^2 one-tail)
20. The low standing which a farm laborer has in the community discourages men from seeking this kind of work. (N=61)	29	48	33	54	4	6	<.25
21. The employer of farm labor should provide his workers with an opportunity for expressing grievances. (N=61)	61	100	61	100	0	0	No change
22. The extension of workmen's compensation to farm laborers is undesirable. (N=61)	52	85	54	89	2	4	<.40
23. Farmers are generally doing about all they can to make the farm laborer's job attractive. (N=61)	28	46	33	54	5	8	<.25
24. You can expect most people to react to a situation similarly. (N=61)	44	72	49	80	5	8	<.10
25. In dealing with labor management decisions, most farm managers will arrive at the same decision based on a given set of factors. (N=61)	34	56	36	59	2	3	<.45
26. People's perceptions of themselves and their attitudes toward others determine what they think, hear and/or see. (N=61)	49	80	55	90	6	10	<.10
27. Good labor management requires decisive on-the-spot judgments to be effective. (N=61)	13	21	17	28	4	7	<.25
28. The system of paying wages could have something to do with the fact that industry seems to be winning in the competition for labor. (N=61)	48	79	47	77	-1	-2	Minus change
29. Providing housing and other farm privileges can easily erode good employer-employee relations. (N=61)	24	39	29	48	5	9	<.25
30. Under the present general system of paying farm labor, there is a great incentive to make effective use of the employee's time. (N=60)	26	43	25	42	-1	-1	Minus change

Item	Correct answers Pre-test No.	Pre-test %	Post-test No.	Post-test %	Difference between pre- and post-test No.	Difference between pre- and post-test %	Probability of difference (based on X^2 one-tail)
31. Farm employees are expected to possess a wide range of skills and assume responsibilities not present in most nonfarm jobs. (N=61)	45	74	48	79	3	5	<.35
32. Most farm employees have a clear understanding of all conditions of employment at the time they take a job. (N=61)	45	74	50	82	5	8	<.25
33. In most jobs there is "one best way" to perform them which allows for little deviation. (N=61)	40	66	56	92	16	26	<.0005
34. There is evidence that most people want responsibility. (N=61)	28	46	44	72	16	26	<.0005
35. Management decisions are generally so important that most decisions must be made without employee views being considered. (N=61)	47	77	56	92	9	15	<.025
36. It is safe to assume that money is the primary factor motivating work. (N=59)	26	44	39	66	13	22	<.01
37. Farm work is not a very hazardous occupation. (N=59)	50	85	55	93	5	8	<.05

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